

INSD Pro Se Employment Discrimination Complaint 12/19 (adapted from AO Pro Se 7 (Rev. 12/16) Complaint for Employment Discrimination)

UNITED STATES DISTRICT COURT

for the

Southern District of Indiana

Anthony Bernard Chandler

Plaintiff(s)

(Write the full name of each plaintiff who is filing this complaint. If the names of all the plaintiffs cannot fit in the space above, please write "see attached" in the space and attach an additional page with the full list of names.)

-v-

Radial, Inc

Defendant(s)

(Write the full name of each defendant who is being sued. If the names of all the defendants cannot fit in the space above, please write "see attached" in the space and attach an additional page with the full list of names.)

Case No. 1:22-cv-2442-JMS-TAB
(to be filled in by the Clerk's Office)

Jury Trial: (check one) ☒ Yes ☐ No

FILED

DEC 21 2022

U.S. CLERK'S OFFICE
INDIANAPOLIS, INDIANA

COMPLAINT FOR EMPLOYMENT DISCRIMINATION

NOTICE

Federal Rule of Civil Procedure 5.2 addresses the privacy and security concerns resulting from public access to electronic court files. Under this rule, papers filed with the court should *not* contain: an individual's full social security number or full birth date, the full name of a person known to be a minor, or a complete financial account number. A filing may include *only*: the last four digits of a social security number, the year of an individual's birth, a minor's initials, and the last four digits of a financial account number.

Except as noted in this form, plaintiff need not send exhibits, affidavits, grievances, witness statements, evidence, or any other materials to the Clerk's Office with this complaint.

In order for your complaint to be filed, it must be accompanied by the filing fee or an application to proceed in forma pauperis.

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I. Basis for Jurisdiction

This action is brought for discrimination in employment pursuant to (check all that apply):



Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (race, color, gender, religion, national origin).

(Note: In order to bring suit in federal district court under Title VII, you must first obtain a Notice of Right to Sue letter from the Equal Employment Opportunity Commission.)



Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 621 to 634.

(Note: In order to bring suit in federal district court under the Age Discrimination in Employment Act, you must first file a charge with the Equal Employment Opportunity Commission.)



Americans with Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112 to 12117.

(Note: In order to bring suit in federal district court under the Americans with Disabilities Act, you must first obtain a Notice of Right to Sue letter from the Equal Employment Opportunity Commission.)



Other federal law (specify the federal law):



Relevant state law (specify, if known):



Relevant city or county law (specify, if known):

II. The Parties to This Complaint

A. The Plaintiff(s)

Provide the information below for each plaintiff named in the complaint. Attach additional pages if needed.

Name

Anthony Chandler

Street Address

4131 Eagle Cove W. Dr.

City and County

Indianapolis Marion

State and Zip Code

Indiana

Telephone Number

765-615-8661

E-mail Address

readyplus28@gmail.com

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B. The Defendant(s)

Provide the information below for each defendant named in the complaint, whether the defendant is an individual, a government agency, an organization, a corporation, or another entity. For an individual defendant, include the person's job or title (*if known*). Attach additional pages if needed.

Defendant No. 1

Name

Radial, Inc

Job or Title (*if known*)

Street Address

935 First Avenue

City and County

King of Prussia Montgomery

State and Zip Code

Pennsylvania 19406

Telephone Number

610-491-7000

E-mail Address (*if known*)

Defendant No. 2

Name

Job or Title (*if known*)

Street Address

City and County

State and Zip Code

Telephone Number

E-mail Address (*if known*)

Defendant No. 3

Name

Job or Title (*if known*)

Street Address

City and County

State and Zip Code

Telephone Number

E-mail Address (*if known*)

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C. Place of Employment

The address at which I sought employment or was employed by the defendant(s) is

Name Radial
Street Address 1111 E. 56th St.
City and County Brownsville Hendricks
State and Zip Code Indiana 46112
Telephone Number 614-429-8466

III. Statement of Claim

Write a short and plain statement of the claim. Do not make legal arguments. State as briefly as possible the facts showing that each plaintiff is entitled to the damages or other relief sought. State how each defendant was involved and what each defendant did that caused the plaintiff harm or violated the plaintiff's rights, including the dates and places of that involvement or conduct. If more than one claim is asserted, number each claim and write a short and plain statement of each claim in a separate paragraph. Attach additional pages if needed.

A. The discriminatory conduct of which I complain in this action includes (check all that apply):

- ☐ Failure to hire me.
☒ Termination of my employment.
☐ Failure to promote me.
☐ Failure to accommodate my disability.
☐ Unequal terms and conditions of my employment.
☐ Retaliation.
☒ Other acts (specify): _____

(Note: Only those grounds raised in the charge filed with the Equal Employment Opportunity Commission can be considered by the federal district court under the federal employment discrimination statutes.)

B. It is my best recollection that the alleged discriminatory acts occurred on date(s)

6-24-2022, Continuing action 1-24-2022-6-23-2022

C. I believe that defendant(s) (check one):

- ☐ is/are still committing these acts against me.
☒ is/are not still committing these acts against me.

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D. Defendant(s) discriminated against me based on my (check all that apply and explain):

<input checked="" type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>
<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/>
<input type="checkbox"/>

race

color gender/sex

religion

national origin

age (year of birth)

1961

(only when asserting a claim of age discrimination.)

disability or perceived disability (specify disability)

Cancer

E. The facts of my case are as follows. Attach additional pages if needed.

The plaintiff, Anthony Chandler, worked for Radial, Inc., at its Brownsberg, Indiana location. On May 19, 2022, the plaintiff was diagnosed with prostate cancer. On June 15, 2022, after consultation with his urologist the plaintiff was deciding upon having radical prostatectomy. In or around June 17, 2022, the plaintiff informed Manager Brittany Jaros that he must take a leave of absence to have surgery due to his disability. Plaintiff asked Manager Jaros what steps to take to get that done. Manager Jaros stated free money plus you do not have to be here, I don't think so. On June 23, 2022, Manager Jaros alleged that the plaintiff had violated the Defendant's attendance ^{policy} and discharged his employment. The plaintiff had yet to receive an attendance point or any disciplinary action relating to attendance. The plaintiff on or about April 29, 2022 the plaintiff spoke to Senior Human Resource Karan Segura about many issues he the plaintiff was dealing with @ Radial Indy including discriminatory employment practices. On or about Jan. 24, 2022, plaintiff received disciplinary action from then Supervisor Brittany Jaros. Plaintiff lost all employee rights. On or about April 29, 2022, the Senior Human Resource agent mentioned above, finally informed the plaintiff that he was the victim of false, and misleading corrective action. See Attachment - charge filed by EEOC, and also the Plaintiff's notarized version of the facts...

(Note: As additional support for the facts of your claim, you may attach to this complaint a copy of your charge filed with the Equal Employment Opportunity Commission, or the charge filed with the relevant state or city human rights division.)

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IV. Exhaustion of Federal Administrative Remedies

- A. It is my best recollection that I filed a charge with the Equal Employment Opportunity Commission or my Equal Employment Opportunity counselor regarding the defendant's alleged discriminatory conduct on (date)

10-5-2022

- B. The Equal Employment Opportunity Commission (check one):

☐
☒

has not issued a Notice of Right to Sue letter.

issued a Notice of Right to Sue letter, which I received on (date) 12-12-2022

(Note: Attach a copy of the Notice of Right to Sue letter from the Equal Employment Opportunity Commission to this complaint.)

- C. Only litigants alleging age discrimination must answer this question.

Since filing my charge of age discrimination with the Equal Employment Opportunity Commission regarding the defendant's alleged discriminatory conduct (check one):

☒
☐

60 days or more have elapsed.

60 days or more have not elapsed.

V. Relief

State briefly and precisely what damages or other relief the plaintiff asks the court to order. Do not make legal arguments. Include any basis for claiming that the wrongs alleged are continuing at the present time. Include the amounts of any actual damages claimed for the acts alleged and the basis for these amounts. Include any punitive or exemplary damages claimed, the amounts, and the reasons you claim you are entitled to actual or punitive money damages.

Back pay; I have missed as of today 16 pay period; and that equals at least \$12,800.
Lost benefits (PTO time, medical insurance, life insurance, disability insurance) \$300,000.
Emotional distress; I have suffered severe distress even before 12-23-22, because of the discriminatory actions of upper management; 1,000,000. Possible court costs, and attorney fees; 300,000.

VI. Certification and Closing

Under Federal Rule of Civil Procedure 11, by signing below, I certify to the best of my knowledge, information, and belief that this complaint: (1) is not being presented for an improper purpose, such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation; (2) is supported by existing law or by a nonfrivolous argument for extending, modifying, or reversing existing law; (3) the factual contentions have evidentiary support or, if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Rule 11.

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I agree to provide the Clerk's Office with any changes to my address where case-related papers may be served. I understand that my failure to keep a current address on file with the Clerk's Office may result in the dismissal of my case.

Date of signing: 12-20-2022

Signature of Plaintiff

Anthony Chandler

Printed Name of Plaintiff

Anthony Chandler